

SUMMER 2020

NACE SALARY SURVEY

Final starting salaries for Class of 2019 new college graduates
Data reported by colleges and universities

EXECUTIVE SUMMARY

FEATURING

Actual starting salaries
For all degree levels

ASSOCIATE

BACHELOR'S

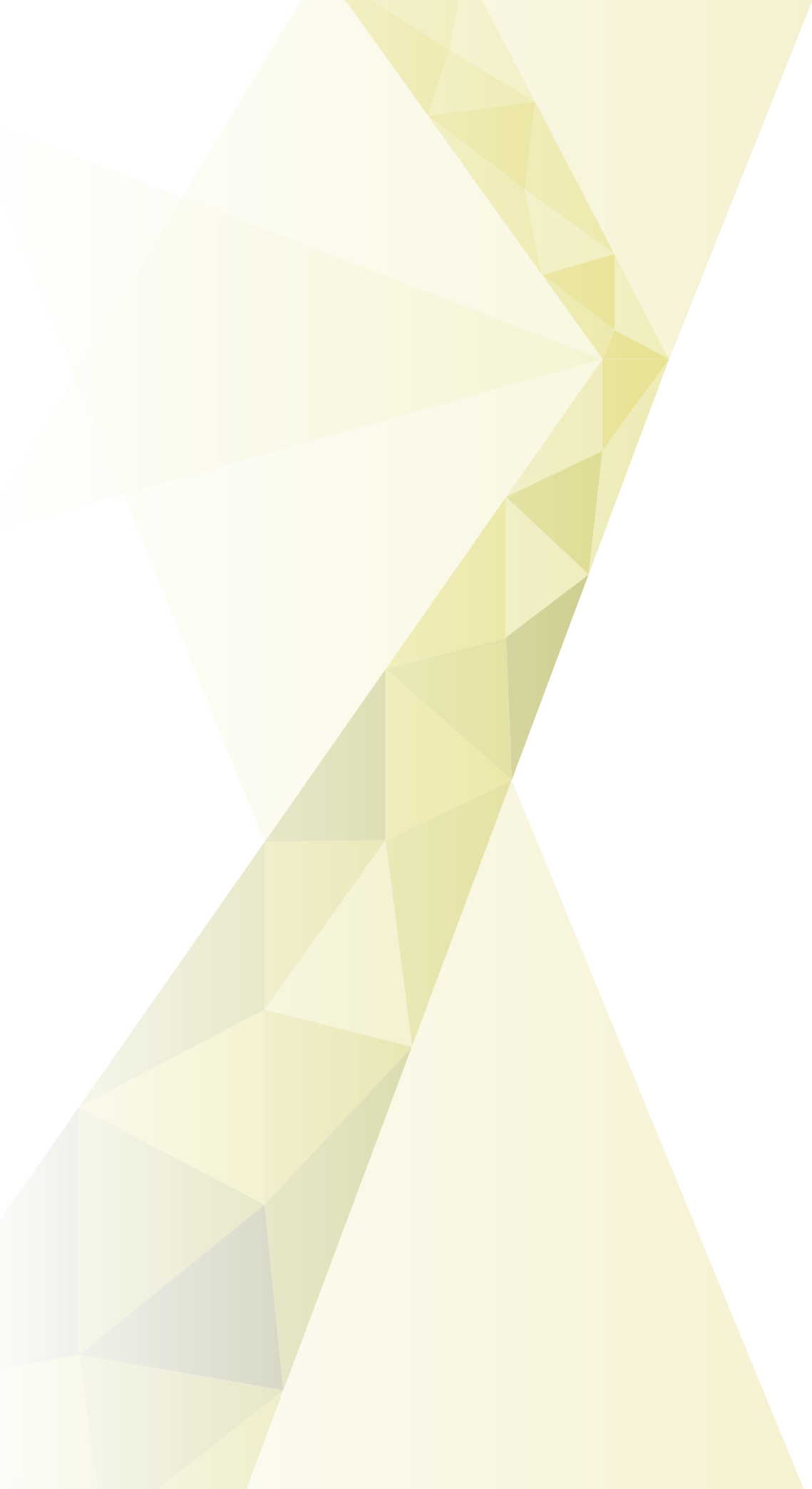
MASTER'S

DOCTORAL



NATIONAL ASSOCIATION OF
COLLEGES AND EMPLOYERS

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ABOUT THE SURVEY

The Summer 2020 *Salary Survey* report provides actual starting salaries (not projections) for the college Class of 2019 and serves as the final salary report for the Class of 2019.

The figures reported are for base salaries only and do not include bonuses, commissions, fringe benefits, or overtime rates. The report provides the detailed salaries by academic major at the associate, bachelor's, master's, and doctoral degree levels, along with breakouts by both geographic region and Carnegie Classification at the bachelor's degree level based upon the participating institutions. Data were gathered from Class of 2019 graduates through December 31, 2019, and reported to NACE through June 30, 2020.

The salary data presented here were reported to NACE through its national *Class of 2019 First-Destination Survey* by approximately 356 colleges and universities nationwide, and represent data for almost 729,756 graduates at the associate, bachelor's, master's, and doctoral degree levels. Most of the analysis provided here, however, focuses on the data provided for more than 94,740 bachelor's degree graduates. Of those schools providing salary information, 253 provided salary data by specific program or major; this report contains average salaries for 59 majors at the associate degree level, 256 majors at the bachelor's degree level, 195 majors at the master's degree level, and 98 majors at the doctoral degree level. A list of those institutions providing salary data by program or major can be found in the appendix of this report.

Salary Survey (ISSN 1520-8648) is available to individuals holding membership in the National Association of Colleges and Employers; it is also available on a subscription basis. The *Salary Survey* report is published three times a year—winter, summer, and fall—by the National Association of Colleges and Employers, 62 Highland Ave., Bethlehem, PA 18017-9085. For more information, see www.nacweb.org/store/subscription/salary-survey/ or contact NACE at 610.868.1421.

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The final overall average starting salary for the Class of 2019 is \$53,889, which is up 5.8 percent over the final average starting salary of \$50,944 for the Class of 2018. This is the highest increase in starting salary reported since NACE began collecting starting salary data through its first-destinations survey. The first reported overall average salary for the Class of 2014 stood at \$48,127, making the Class of 2019's average starting salary 12 percent higher. When adjusting for inflation, the overall average starting salary for new college graduates is still up, albeit by just 4 percent.

Graduates earning degrees in computer-related fields continue to earn the highest starting salaries. For the fourth consecutive year, the average starting salary for computer and information sciences tops those of all other disciplines. At \$76,986, the overall average starting salary for Class of 2019 computer and information sciences majors is 7.8 percent higher than last year's average of \$71,411 for these graduates from the Class of 2018. And, while last year's graduates saw a 1.7 percent decrease in average starting salaries, the current average is still up 5.9 percent over the Class of 2017's average starting salary of \$72,677.

Contributing to the large overall increase for this group is the average starting salary specifically for computer science majors. The average for Class of 2019 computer science graduates stands at \$84,010, an 8.3 percent increase over last year's average of \$77,564. Further examination of the individual data reveals that the highest reported average within this major was \$118,393 for 70 graduates at one particular institution.

The average starting salary is also higher for Class of 2019 engineering graduates. Their overall average of \$70,219 is up 5.4 percent from last year's average of \$66,638. Within the individual reported engineering disciplines, electrical and computer engineering has emerged as the highest paid, with an overall average salary of \$86,655. This major was added to the Classification of Instructional Programs (CIP) list in the 2020 update, thus there is no comparison to the Class of 2018. Meanwhile, petroleum engineers, who were the top-paid major for the Class of 2018, have an average salary that is up 8.8 percent, from \$78,801 to \$85,770, for the Class of 2019. Also showing a large increase and topping \$80,000 is the average starting salary for Class of 2019 computer engineering graduates. Their current average of \$82,534 is 7.4 percent higher than last year's average of \$76,881.

As a group, Class of 2019 mathematics and statistics majors saw the largest increase in average starting salary. Their overall average rose 8.5 percent from \$61,709 for Class of 2018 graduates to the current average of \$66,942. Among the individual majors, the average salary for mathematics graduates grew 8.8 percent from \$59,681 in last year's report to \$64,914 this year. Additionally, statistics graduates saw a strong increase in their average starting salary, which rose 5.3 percent from \$67,161 to \$70,705 for the Class of 2019. This is the second consecutive year that their average starting salary has grown considerably, as the Class of 2018 average (\$67,161) was an increase of almost 8 percent over the Class of 2017 average (\$62,375).

The reported average starting salary for Class of 2018 business majors was essentially flat as it slipped 0.8 percent from the previous year to an overall average of \$52,040. For the Class of 2019, the tables have turned with the overall average starting salary rising 4.5 percent to \$54,399. Among the reported business disciplines, increases in average starting salary occurred nearly across the board. Finance majors saw a noteworthy increase of 5.4 percent, taking their average from \$55,138 for the Class of 2018 to \$58,125 in this report. Furthermore, while the average starting salaries for business administration/management (\$53,944) and accounting majors (\$53,652) saw somewhat smaller increases of 3.4 percent and 3.6 percent, respectively, marketing (\$47,777) and management sciences (actuarial; \$60,492) majors posted increases of nearly 5 percent. Management information systems graduates have one of the highest average salaries within the business category, but their average salary rose just 1.6 percent from \$60,156 for the Class of 2018 to the current average of \$61,122.

Graduates earning health sciences degrees from the Class of 2019 saw a small bump in their average starting salaries, as the overall average rose 2.6 percent from \$52,076 to \$53,425. This comes as welcome news since

the average starting salary was down 3.3 percent for health sciences majors in the Class of 2018. Two-thirds of the reported salaries for the health sciences group are registered nursing salaries, and for the Class of 2019, their average salary is up 1.1 percent from \$56,794 to \$57,416. Next year, the outcome may be greatly improved when the Class of 2020 data is reported, as registered nurses have been essential providers of healthcare during the COVID-19 pandemic.

The overall average starting salary to social sciences graduates is up 7.1 percent to \$50,099 from the average of \$46,797 for the Class of 2018. Driving this notable increase may be the growth seen in the fields of economics and political science. Economics graduates have an average starting salary of \$59,179, which is 4.9 percent higher than the average for the Class of 2018 (\$56,423). Meanwhile, political science/government majors boast a 7.8 percent rise, upping their average starting salary from \$42,355 to \$45,676. These two majors account for two-thirds of the entire social sciences category.

In last year's report, both psychology and visual and performing arts majors from the Class of 2018 had slightly smaller average starting salaries than one year prior, with psychology slipping 1.1 percent and visual and performing arts down 1.4 percent. For these same graduates from the Class of 2019, average starting salaries are much improved, with the average salary for psychology graduates rising 6.7 percent to \$37,653 and the average for visual and performing arts increasing 5.4 percent to \$39,358.

With the challenges that college and universities are facing as a result of the COVID-19 pandemic, preliminary salary data for the Class of 2020 will not be collected. Thus, NACE will not publish its Fall 2020 *Salary Survey* report. However, the Winter 2021 *Salary Survey* report will be released in January 2021, and will report the starting salary projections from NACE employers for the Class of 2021. Employers will also provide their Class of 2021 hiring projections, which will be included in NACE's *Job Outlook 2021* report that will be published in early November.

PARTICIPATING ORGANIZATIONS

Below is a list of the institutions that supplied salary data that was used in the NACE Summer 2020 *Salary Survey*. This list includes the 253 schools that provided salary data by specific program or major through the NACE First-Destination Survey.

Abilene Christian University	College of the Holy Cross
Adelphi University	Colorado Mountain College
Alfred University	Colorado School of Mines
Alma College	Colorado State University - Fort Collins
American University	Colorado State University Pueblo
Anderson University	Columbia University Mailman School of Public Health
Aquinas College	Concordia College at Moorhead
Arizona State University	CUNY Bernard M Baruch College
Auburn University	Curry College
Azusa Pacific University	Davenport University
Baker College of Owosso	Delaware Valley University
Baylor University School of Business	DeSales University
Belmont University	Doane University
Binghamton University - SUNY	Eastern Illinois University
Biola University	Embry-Riddle Aeronautical University - Daytona Beach
Bloomsburg University of Pennsylvania	Embry-Riddle Aeronautical University - Prescott
Bob Jones University	Embry-Riddle Aeronautical University - Worldwide Campus
Boston College	Emerson College
Boston University	Endicott College
Bridgewater College	Florida Agricultural & Mechanical University
Butler University	Florida State University
Cabrini University	Fontbonne University
California Polytechnic State University - San Luis Obispo	Fordham University
Cameron University	Franklin W. Olin College of Engineering
Carnegie Mellon University	George Fox University
Cedar Crest College	George Mason University
Champlain College	George Washington University
Chapman University	Georgetown University
Colby-Sawyer College	Georgia Institute of Technology
College of Coastal Georgia	

Golden Gate University
Gonzaga University
Grand View University
Hartwick College
Hastings College
Hofstra University
Illinois State University
Illinois Wesleyan University
Indiana State University
Indiana University - South Bend
Judd Leighton School of Business & Economics
Indiana Wesleyan University
Iona College
Ithaca College
Jacksonville University
Kalamazoo College
Kansas State University
Kennesaw State University
Kent State University at Kent
Kutztown University of Pennsylvania
La Roche University
Lafayette College
Le Moyne College
Lehigh Carbon Community College
Lehigh University
Lewis & Clark College
Lewis University
Loyola University - New Orleans
Manhattanville College
Mansfield University
Marquette University
Marshall University
Maryville College
Massachusetts Institute of Technology
Massachusetts Maritime Academy
Mayville State University
Mercer University
Miami University - Oxford
Miami University - Regionals
Michigan Technological University
Midland University
Milwaukee School of Engineering
Missouri University of Science and Technology
Mitchell Technical Institute
Montana Technological University
Moravian College
Morehead State University
Morgan State University
Mount Holyoke College
Mount Marty College
Muhlenberg College
Nazareth College
Nevada State College
New Jersey Institute of Technology
New Mexico State University
New York University
North Central College
North Dakota State University
Northeastern University
Northwestern College
Oakland University
Oglethorpe University
Ohio Dominican University
Oklahoma State University
Olivet Nazarene University
Otterbein University
Our Lady of the Lake University
Pace University - New York City Campus

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Pacific Lutheran University	Springfield College
Pennsylvania Highlands Community College	St. Ambrose University
Pepperdine University	St. John Fisher College
Presbyterian College	St. Lawrence University
Princeton University	St. Mary's College of Maryland
Principia College	St. Norbert College
Purdue University	Stockton University
Purdue University Fort Wayne	SUNY at Purchase College
Purdue University Global	Syracuse University
Purdue University Northwest	Tennessee State University
Radford University	Tennessee Technological University
Ramapo College of New Jersey	Texas A&M University-San Antonio
Randolph-Macon College	Texas Wesleyan University
Rice University	Texas Woman's University
Robert Morris University	The King's College
Rochester Institute of Technology	The Ohio State University
Rochester University	The University of Alabama at Birmingham
Rocky Mountain College	The University of Southern Mississippi
Rose-Hulman Institute of Technology	The University of Texas at Austin - Engineering
Rutgers University - Camden	The University of Tulsa - Collins College of Business
Rutgers University New Brunswick	The University of West Alabama
Saint Joseph's University	Troy University
Seattle University	Tusculum University
Seton Hill University	University of Arizona
Shawnee State University	University of Arkansas
Shenandoah University	University of California - Berkeley
Simmons University	University of California - Santa Barbara
South Dakota School of Mines and Technology	University of California, Riverside
Southern Illinois University - Carbondale	University of Central Missouri
Southern Illinois University - Carbondale, College of Business and Analytics	University of Connecticut, School of Business
Southern Methodist University - Cox School of Business	University of Dallas
Southern Wesleyan University	University of Dayton
Spring Arbor University	University of Delaware
	University of Denver

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University of Houston -
C.T. Bauer College of Business

University of Houston-
Downtown, Marilyn Davies College of Business

University of Idaho

University of Illinois at Urbana-Champaign

University of Illinois Springfield

University of Iowa

University of Kentucky

University of La Verne

University of Miami

University of Minnesota - Twin Cities,
College of Science and Engineering

University of Missouri - Columbia

University of Missouri-St. Louis

University of Nebraska - Lincoln

University of Nebraska at Kearney -
College of Business & Technology

University of New Hampshire

University of North Carolina - Asheville

University of North Carolina at Greensboro

University of Oklahoma

University of Oregon

University of Pennsylvania

University of Pittsburgh

University of Pittsburgh at Bradford

University of Pittsburgh at Greensburg

University of Pittsburgh at Johnstown

University of Redlands

University of Richmond

University of Saint Francis - Fort Wayne

University of San Diego

University of Scranton

University of Southern California

University of St. Thomas - St. Paul Campus

University of Tennessee - Knoxville

University of Tulsa

University of Utah

University of Vermont

University of Wisconsin - Eau Claire

University of Wisconsin - Oshkosh

University of Wisconsin - River Falls

University of Wisconsin - Stout

University of Wyoming

Upper Iowa University

Ursinus College

Utah State University

Vanguard University

Virginia Commonwealth University

Washburn University

Washington University in St. Louis

Wellesley College

West Texas A&M University

West Virginia University -
John Chambers College of Business and Economics

West Virginia Wesleyan College

Western Colorado University

Westmont College

Whitworth University

Widener University

William & Mary

Wisconsin Lutheran College

Worcester Polytechnic Institute

Wright State University

Xavier University

Youngstown State University

SALARY SURVEY

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